



Diversity, Equity & Inclusion (DE&I)

We live our Value to Care for others

Together we create a workplace where people feel like they belong and can use their unique backgrounds, talents and perspectives to their fullest potential.

#iamenergy

Our Diversity, Equity & Inclusion Vision

To be recognized as a leader for our inclusive culture and practices that benefit co-workers, customers and communities

What is DE&I?

Diversity means differences and starts with everyone asking, “What makes me unique?”

Equity means everyone has what they need to be successful – and focuses on what’s fair, instead of what’s equal.

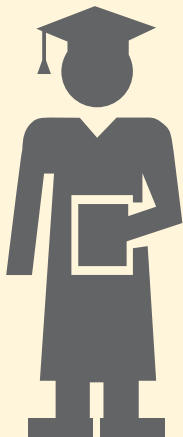
Inclusion means that everyone feels safe contributing their unique perspective.

We are energy

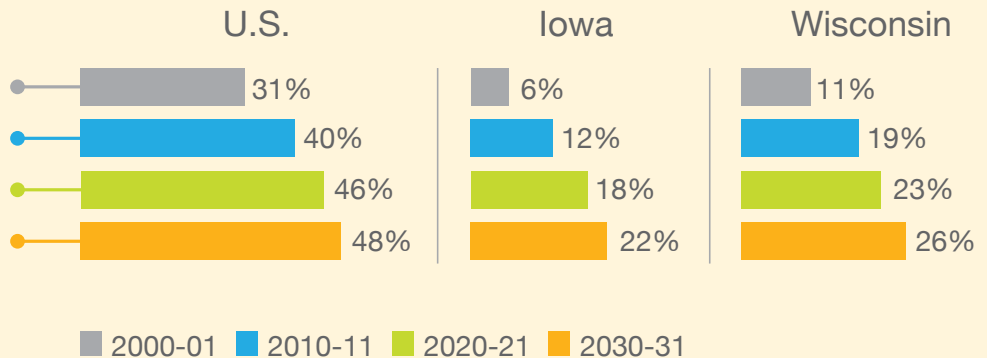
Your unique qualities help Power What's Next

Transforming how we serve our customers requires us to change how we relate to each other today – and how we prepare for tomorrow.

- We must attract talent to our region and our company.
- People of color, women and other underrepresented groups want to be where there is both visible and invisible diversity.



Graduates of color at public high schools



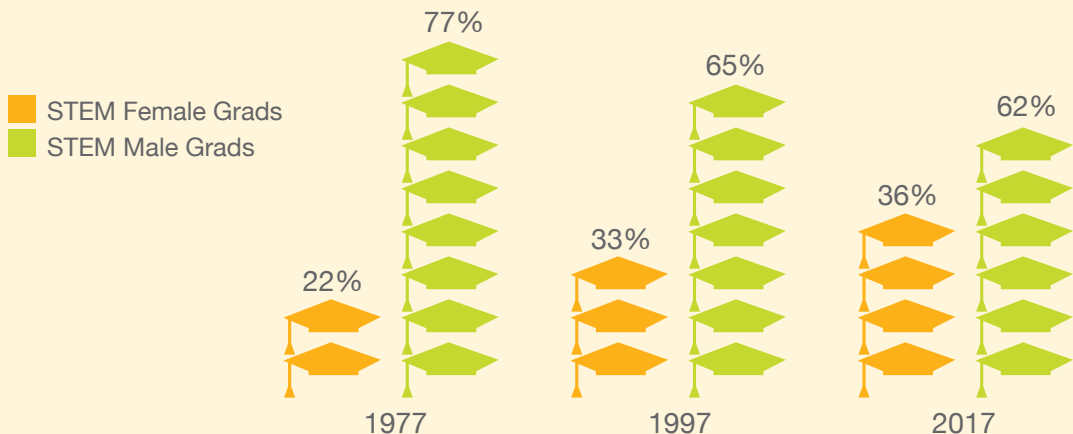
We are listening

Your voice matters

Our survey data, listening sessions, and other employee feedback tell us we have an opportunity.

- Employees consistently say “the people” are one of the best things about working here.
- We must ensure retention data says employees feel comfortable staying here.
- We are determined to be a place where people can be themselves – their whole self – and contribute their very best.

Graduates with STEM degrees by gender





We are in it together

Your actions make a difference

Our relationships with co-workers are key to our personal and organizational success.

- We are most effective when we listen for unfamiliar perspectives and respect differences.
- Employees who feel like they belong are more likely to be recruiting ambassadors, which we need to reach an increasingly diverse talent pool.

We are focused on four action areas

Leadership and Role-Modeling: creating opportunities for executives to engage with employees (e.g., ERG Executive Sponsors, listening sessions, people scorecards)

Talent: creating an environment where everyone's a recruiter (e.g., Culture Interview Teams, youth – and pre-apprenticeships, internships, bias-sensitive job descriptions, workplace offerings and practices)

Culture: creating ways for employees to learn and connect with each other (e.g., Day of Understanding, Employee Resource Groups (ERGs), unconscious bias awareness activities)

Partnerships & Pledges: creating an impact in our communities through relationships (e.g., schools, nonprofits, CEO ACTION, Wisconsin Governor's CEO Roundtable, Supplier Diversity)

